February 2011

# Bargaining Update

## Summary of Key Alberta Labour Activity

*Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.*

Government of Alberta

Alberta

Freedom To Create. Spirit To Achieve.

# Bargaining Update

## Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 2,053,800 Albertans employed, of which 357,800 are self-employed. An employment increase of 22,000 in January 2011 contributed to the total growth of 44,000 over the past 12 months. The unemployment rate for January 2011 rose 0.4 per cent due to an increase in the number of people looking for work. Approximately 404,300 Albertans are covered by union agreements. Alberta's union coverage rate is 23.8% while nationwide the union coverage rate is 31.2%. The provincial employment rate for Alberta is 5.9% with approximately 129,300 unemployed. Nationally, the seasonally adjusted unemployment rate was 7.8%., with 1,449,600 unemployed persons.
*Statistical data courtesy Statistics Canada.

## Highlights

Agreements have been reached between Olds College and the Faculty Association (arbitration award) and between Keyano College (Fort McMurray) and the Faculty Association.

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On February 1, 2011, the Alberta Labour Relations Board approved the certification applications by the Miscellaneous Employees, Teamsters Local Union 987 of Alberta for four new bargaining units representing taxi cab drivers in Edmonton and Fort McMurray.

In Edmonton, the employer is Greater Edmonton Taxi Service Inc. (GETS) operating as Prestige Cabs, Yellow Cabs, Barrel Taxi and Checker Taxi. The total number of employees is approximately 600. In Fort McMurray, the employers are: 1093507 Alberta Ltd. operating as Access Taxi, Sun Taxi (Fort McMurray) Inc. and United Class Cabs Ltd.

Certification votes took place in July 2010 and the ballots sealed pending decisions by the LRB. Hearings took place in October, November and December 2010. After the decisions were released, the ballots were counted and in each case a majority voted in favour of certification. New LRB certificates were issued on February 8, 2011.

Judicial review applications have been filed in the GETS and Sun Taxi cases.

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In February 2011, mediators were appointed to three disputes involving Canada Safeway Limited and UFCW. Two agreements are between Canada Safeway Limited and UFCW, Local 401. The Retail agreement covers 7,358 employees throughout Alberta; the Meat, Delicatessen and Fish Departments in the southern Alberta agreement covers approximately 1,000 employees. Both agreements expired on March 20, 2010 and mediation meetings are scheduled for March 8-10, 2011.

The agreement between Canada Safeway Limited and UFCW, Local 1118 covering approximately 850 employees in the Meat, Delicatessen and Fish Departments in northern Alberta also expired March 20, 2010. Mediation meetings are scheduled for March 14 and 15, 2011.

## *Quarterly Public and Private Sector Settlement Trends in Alberta*

| Number of Employees Covered by Ratified Collective Bargaining Agreements | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Year | 2009 | | | | | 2010 | | | | | 2011 | |
| Quarter | 1 | 2 | 3 | 4 | Total | 1 | 2 | 3 | 4 | Total | 1 * | Total |
| Public | 6,821 | 20,600 | 2,743 | 2,338 | 32,502 | 6,408 | 48,791 | 2,848 | 1,275 | 59,322 | 39 | 39 |
| Private | 2,968 | 11,669 | 7,825 | 6,717 | 29,179 | 7,071 | 7,234 | 2,482 | 4,268 | 21,055 | 286 | 286 |
| All | 9,789 | 32,269 | 10,568 | 9,055 | 61,681 | 13,479 | 56,025 | 5,330 | 5,543 | 80,377 | 325 | 325 |
| **Average Annual Wage Change %** | | | | | | | | | | | | |
| Year | 2009 | | | | | 2010 | | | | | 2011 | |
| Quarter | 1 | 2 | 3 | 4 | Total | 1 | 2 | 3 | 4 | Total | 1 * | Total |
| Public | 4.2 | 2.8 | 1.4 | 2.0 | 2.9 | 3.5 | 3.3 | 2.1 | 2.8 | 3.2 | 2.3 | 2.3 |
| Private | 1.7 | 2.0 | 1.1 | 2.8 | 1.9 | 1.4 | 3.4 | 1.8 | 1.7 | 2.2 | 2.5 | 2.5 |
| All | 3.4 | 2.5 | 1.2 | 2.6 | 2.4 | 2.4 | 3.3 | 2.0 | 2.0 | 3.0 | 2.4 | 2.4 |

* year-to-date

Note:

Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Employment and Immigration by calling (780)427-8301 or emailing cba.submissions@gov.ab.ca.

## *Wage Settlements In Alberta By Industry – 2009 to 2011 ( February )*

| Time period of Settlement by Industry | Number of Agreements | Number of Employees | Weighted Avg. Duration (months) | Percentage Change Weighted Average Annual | Percentage Change Total Over Duration |
|---|---|---|---|---|---|
| **Accommodation And Food Services** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 4 | 211 | 50.3 | 2.3 | 8.8 |
| 2009 | 10 | 1,137 | 28.8 | 3.2 | 7.9 |
| **Administrative And Support, Waste Management And Remediation Services** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 7 | 907 | 30.9 | 1.9 | 6.0 |
| 2009 | 4 | 337 | 34.4 | 2.0 | 6.1 |
| **Agriculture, Forestry, Fishing And Hunting** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 2 | 55 | 26.5 | 0.0 | 0.0 |
| 2009 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **Arts, Entertainment And Recreation** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 7 | 573 | 27.1 | 4.3 | 8.0 |
| 2009 | 10 | 610 | 33.3 | 1.2 | 3.0 |
| **Construction** | | | | | |
| 2011 | 1 | 30 | 24.0 | 4.6 | 9.4 |
| 2010 | 36 | 5,330 | 23.7 | 0.6 | 1.6 |
| 2009 | 38 | 8,621 | 24.0 | 1.4 | 2.4 |
| **Educational Services** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 22 | 2,541 | 26.2 | 2.0 | 5.0 |
| 2009 | 22 | 9,303 | 31.2 | 2.3 | 6.2 |
| **Finance And Insurance** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 1 | 2,045 | 24.0 | 1.5 | 3.0 |
| 2009 | 2 | 40 | 36.0 | 3.0 | 9.3 |
| **Health Care And Social Assistance** | | | | | |
| 2011 | 1 | 32 | 24.0 | 2.1 | 4.3 |
| 2010 | 39 | 47,684 | 35.5 | 3.3 | 10.3 |
| 2009 | 62 | 7,215 | 35.1 | 4.1 | 12.3 |
| **Information And Cultural Industries** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 5 | 126 | 46.6 | 1.6 | 6.8 |
| 2009 | 6 | 1,729 | 27.0 | 3.2 | 7.0 |
| **Management of Companies And Enterprises** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2009 | 0 | 0 | 0.0 | 0.0 | 0.0 |

| Time period of Settlement by Industry | Number of Agreements | Number of Employees | Weighted Avg. Duration (months) | Percentage Change | |
|---|---|---|---|---|---|
| | | | | Weighted Average Annual | Total Over Duration |
| **Manufacturing** | | | | | |
| 2011 | 2 | 81 | 24.0 | 2.2 | 4.5 |
| 2010 | 42 | 3,223 | 33.4 | 2.0 | 5.9 |
| 2009 | 40 | 4,112 | 35.0 | 1.3 | 4.2 |
| **Mining And Oil And Gas Extraction** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 5 | 1,931 | 44.4 | 2.2 | 7.7 |
| 2009 | 7 | 3,213 | 52.8 | 2.8 | 13.6 |
| **Other Services (except Public Administration)** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 9 | 1,896 | 25.5 | 1.4 | 3.1 |
| 2009 | 11 | 2,600 | 56.2 | 3.3 | 16.6 |
| **Professional, Scientific And Technical Services** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 1 | 80 | 24.0 | 3.6 | 7.2 |
| 2009 | 1 | 1,088 | 36.0 | 2.3 | 7.0 |
| **Public Administration** | | | | | |
| 2011 | 1 | 7 | 24.0 | 3.0 | 6.1 |
| 2010 | 28 | 5,353 | 23.6 | 3.3 | 7.8 |
| 2009 | 40 | 12,270 | 26.3 | 2.6 | 5.9 |
| **Real Estate And Rental And Leasing** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 1 | 65 | 35.0 | 3.1 | 9.3 |
| 2009 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| **Retail Trade** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 2 | 3,094 | 28.6 | 5.1 | 12.4 |
| 2009 | 3 | 3,130 | 50.1 | 0.0 | 0.1 |
| **Transportation And Warehousing** | | | | | |
| 2011 | 1 | 175 | 36.0 | 2.2 | 6.8 |
| 2010 | 21 | 1,637 | 34.8 | 2.8 | 6.6 |
| 2009 | 17 | 3,805 | 28.6 | 2.6 | 6.0 |
| **Utilities** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 8 | 2,698 | 31.1 | 3.4 | 9.4 |
| 2009 | 9 | 1,883 | 20.5 | 3.9 | 5.6 |
| **Wholesale Trade** | | | | | |
| 2011 | 0 | 0 | 0.0 | 0.0 | 0.0 |
| 2010 | 7 | 646 | 37.7 | 1.9 | 6.3 |
| 2009 | 3 | 588 | 65.4 | 3.0 | 17.5 |

## Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees)

| Employer | Union | No. of Employees | Duration (months) | Expiry Date | Terms |
|---|---|---|---|---|---|
| **Educational Services** | | | | | |
| Buffalo Trail Public Schools Regional Division (Wainwright) | CUPE, Local 1606 | 246 | 24 | 31-Aug-12 | 1st year 2.55%<br>2nd year wage reopener |
| Keyano College (Fort McMurray) | Faculty Association | 130 | 36 | 30-Jun-12 | 1st year 4.5%<br>2nd year 0.6% lump sum, day off with pay, $250 health spending account<br>3rd year wage reopener |
| Olds College | Faculty Association | 80 | 36 | 30-Jun-12 | 1st year 4.3%<br>2nd year wage reopener<br>3rd year wage reopener |
| University of Calgary | AUPE | 4,400 | 24 | 31-Mar-12 | 1st year 0.0%<br>2nd year 1.0%, 3 days leave with pay per year |
| **Health Care and Social Assistance** | | | | | |
| Extendicare (9 facilities) | UNA | 106 | 36 | 31-Jul-13 | 1st year 0.0%, $1750 lump sum<br>2nd year 2.0%, $1750 lump sum<br>3rd year 4.0%, $1750 lump sum |
| Good Samaritan Society | AUPE | 145 | 24 | 30-Jun-12 | 1-Jul-10 1.0%, 3% lump sum<br>1-Jul-11 1.0% |
| CASA Child, Adolescent & Family Health | HSAA | 108 | 36 | 31-Mar-13 | 1st year 2.75%<br>2nd year 2%<br>3rd year 3% |
| **Transportation and Warehousing** | | | | | |
| Diversified Transportation – Site Services | Teamsters, Local 362 | 200 | 36 | 31-Dec-12 | 1st year 3.0%<br>2nd year 2.5%<br>3rd year 2.5% |

## Major Negotiations Underway

| Employer | Union | No. of Employees | Expiry Date | Details |
|---|---|---|---|---|
| **Public Sector** | | | | |
| Alberta Health Services | HSAA | 17,000 | 31-Mar-11 | Negotiations continue. |
| Alberta Health Services (GSS) | AUPE | 24,000 | 31-Mar-11 | Negotiations continue. |
| Calgary Board of Education (CBE) | CBE Staff Association | 3,535 | 31-Aug-10 | Negotiations continue. |
| Calgary Board of Education (CBE) | CBE Staff Association - Professional Staff | 150 | 31-Aug-10 | Negotiations continue. |
| Calgary Roman Catholic Separate School | CEP, Local 1990 | 1,300 | 31-Aug-10 | Negotiations continue. |
| Calgary Handi-Bus Association | ATU, Local 583 | 174 | 31-Dec-10 | Negotiations continue. |
| City of Grande Prairie | IAFF, Local 2770 | 82 | 31-Dec-09 | In Arbitration. |
| City of Lethbridge | Lethbridge Police Association | 157 | 31-Dec-09 | Negotiations continue. |
| Extendicare (Red Deer) | AUPE | 200 | New Agreement | Negotiations continue. |
| Government of Alberta | AUPE | 21,000 | 31-Aug-10 | Negotiations continue. |
| Grande Prairie Public School District | Grande Prairie Public School District Employees Association | 222 | 31-Aug-10 | Negotiations continue. |
| Red Deer College | Support Staff Association | 250 | 30-Jun-09 | Negotiations continue. |
| SAIT | AUPE | 650 | 30-Jun-10 | Negotiations continue. |
| St. Albert Protestant Separate School Division | CUPE, Local 1099 | 215 | 31-Aug-10 | Negotiations continue. |
| Special Areas Board | AUPE | 114 | 31-Dec-09 | Negotiations continue. |
| **Private Sector** | | | | |
| Buffalo Metis Catering Ltd. | UFCW, Local 401 | 900 | 31-Dec-09 | Negotiations continue. |
| Canada Safeway (Meats and Deli) – Southern Alberta | UFCW, Local 401 | 1,002 | 17-Mar-10 | Negotiations continue. |
| Canada Safeway (Meats and Deli) – Northern Alberta | UFCW, Local 1118 | 850 | 17-Mar-10 | Negotiations continue. |
| Canada Safeway – Lucerne Foods Meat Plant (Calgary) | UFCW, Local 401 | 500 | 31-Aug-08 | Negotiations continue. |
| Canada Safeway | Bakery Workers | 252 | 17-Mar-10 | Negotiations continue. |
| Canada Safeway – Retail | UFCW, Local 401 | 7,358 | 20-Mar-10 | Negotiations continue. |
| Chateau Lacombe Hotel – Holiday Inn Crowne Plaza | UNITE HERE, Local 47 | 143 | 31-Dec-09 | Negotiations continue. |
| Good Samaritan Society | UNA | 110 | 31-Mar-10 | Memorandum of Agreement. |
| Kawneer Company Canada Limited | CAW, Local 99 | 226 | 28-Feb-11 | Negotiations continue. |
| Lakeside Packers – XL Foods (Brooks) | UFCW, Local 401 | 2,032 | 31-Dec-09 | Negotiations continue. |
| Lehigh Hanson Materials Limited (Cement Division – Edmonton and Cadomin) | Boilermakers, Local Lodge D359 | 97 | 30-Nov-10 | Memorandum of Agreement. |
| Medicine Hat Co-op Ltd. | UFCW, Local 401 | 144 | 19-Jul-10 | Negotiations continue. |
| Real Canadian Wholesale Club | CLAC | 550 | 16-Oct-10 | Negotiations continue. |
| SMS Equipment Inc. (Edmonton) | CEP, Local 707 | 417 | 01-May-10 | Negotiations continue. |
| XL Foods Inc – XL Beef (Calgary) | UFCW, Local 401 | 192 | 31-Mar-09 | Negotiations continue. |

## Recent Settlements in Other Jurisdictions

| Employer | Union | No. of Employees | Duration (months) | Expiry Date | Terms |
|---|---|---|---|---|---|
| **Public Sector** | | | | | |
| **British Columbia** | | | | | |
| City of Quesnel | CUPE, Local 1050 | 114 | 36 | 07-Jun-13 | 1st year 0.0%<br>2nd year 1.5%<br>3rd year 2.0% |
| Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010. | | | | | |
| University of Victoria | Faculty Association | 830 | 24 | 30-Jun-12 | 1st year 0.0%<br>2nd year 0.0% |
| Source: Business Council of British Columbia, "Industrial Relations Bulletin", November 23, 2010. | | | | | |
| **Ontario** | | | | | |
| Art Gallery of Ontario (Toronto) | OPSEU | 382 | 24 | 30-Nov-11 | 1st year 0.0%<br>2nd year 0.0% |
| Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", May 2010. | | | | | |
| **Quebec** | | | | | |
| Management Negotiating Committee for French-Language School Boards | Fédération autonome de l'enseignement (Independent-national) | 27,000 | 60 | 31-Mar-15 | 1st year 1.2%<br>2nd year 1.2%<br>3rd year 1.2%<br>4th year 1.2%<br>5th year 1.2% |
| Sources: Human Resources and Skills Development Canada, "Workplace Bulletin", February 18, 2011. | | | | | |
| **Canada** | | | | | |
| Treasury Board of Canada | PSAC – Program and Administration | 78,560 | 36 | 20-Jun-14 | 1st year 1.75%<br>2nd year 1.5%<br>3rd year 2.0% |
| Sources: Human Resources and Skills Development Canada, "Workplace Bulletin", January 31, 2011. | | | | | |
| **Private Sector** | | | | | |
| **British Columbia** | | | | | |
| Western Waffles Ltd. (Delta) | UFCW, Local 247 | 125 | 48 | 28-Feb-14 | 1st year $1,000 lump sum<br>2nd year about 2.7%<br>3rd year about 2.7%<br>4th year about 2.7% |
| Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010. | | | | | |
| Western Employers Labour Relations Association (Burnaby-based) | Steelworkers, Local 2952 | 150 | 36 | 31-Jan-12 | 1st year 0.0%<br>2nd year 1.5%<br>3rd year 2.0% |
| Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010. | | | | | |
| Teck Coal Ltd. (Coal Mountain-Sparwood) | Mineworkers, Local 7292 | 165 | 60 | 31-Dec-14 | 1st year 3.0%<br>2nd year 3.0%<br>3rd year 3.0%<br>4th year 3.0%<br>5th year 3.0% |
| Source: Business Council of British Columbia, "Industrial Relations Bulletin", October 22, 2010. | | | | | |
| **Ontario and Quebec** | | | | | |
| Allied Systems (Canada) Company (car carriers) | CAW | 650 | 50 | 10-Jan-14 | 1st year 0.0%<br>2nd year 0.0%<br>3rd year 0.0%<br>4th year 0.0% |
| Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", February 18, 2011. | | | | | |
| **Quebec** | | | | | |
| Bombardier (Completion Centre – Dorval) | CAW | 1,350 | 36 | 05-Dec-13 | 1st year 3.0%<br>2nd year 3.0%<br>3rd year 3.0% |
| Source: Human Resources and Skills Development Canada, "Industrial Relations Bulletin", February 18, 2011. | | | | | |
| **Canada** | | | | | |
| NAV CAN | IBEW | 700 | 24 | 31-Aug-11 | 1st year 2.0%<br>2nd year 2.5% |
| Source: NAV CAN news release, "Collective agreement ratified by the International Brotherhood of Electrical Workers", October 19, 2010. | | | | | |

## Recent Labour Relations Developments in Other Jurisdictions

**British Columbia**

The Vancouver Island University Faculty Association has set March 4, 2011 as the date it may take strike action if University management does not sign a new collective agreement and does not withdraw a proposal to cut the institution's budget by 10 per cent over the next three years. 84 per cent of Faculty members voted on February 17, 2011 in favour of strike action. The University has been reducing its budget since 2009, and the Faculty Association collective agreement expired in March 2010. The Faculty Association indicated the University is targeting instructional areas, primarily the number of courses offered, meaning there could be layoffs.

Source: Nanaimo News Bulletin, Chris Bush, "Strike action threatened at Vancouver Island University", February 21, 2011.

**Saskatchewan**

About 3,000 paramedical professional and technical employees, represented by the Health Sciences Association of Saskatchewan (HSAS), have rejected a contract offer from the Saskatchewan Association of Health Organizations (SAHO). The HSAS members have provided their negotiators with an 88 per cent strike mandate. SAHO has indicated it considers 50 per cent of the HSAS members to be essential in the case of a strike, under Saskatchewan's essential service legislation. SAHO's most recent contract offer consists of a 5.5 per cent wage increase over four years. The HSAS has indicated "recruitment and retention has become increasingly difficult, with the average wage rate of our members being 25 per cent less than their counterparts in neighbouring Alberta", and that a "double standard" is at work, with SAHO and the provincial government recently giving health-care managers wage increases of up to 37 per cent plus new benefits.

Source: The (Regina) Leader-Post, Will Chabun, "Health workers back strike", February 23, 2011.

**Ontario**

The Ontario government introduced legislation on February 22, 2011 that would ban Toronto Transit Commission workers from striking and the employer from locking out. It is the view of the Ontario government, on the recommendation of the city of Toronto that a city the size of Toronto cannot, and should not, endure a public transit strike. About 1.5 million people a day use the Toronto Transit commission, which includes buses, streetcars and subways. Labour leaders in Ontario have indicated the legislation, if passed, will create a rift between them and the provincial government.

The proposed legislation, Bill 150, the Toronto Transit Commission Labour Disputes Resolution Act, has been referred to as "essential service" legislation. It is similar to provisions for police, firefighters, and health care workers in which strikes and lockouts are prohibited, and disputes in collective bargaining must be resolved through a process of arbitration. Some concern has been expressed about using arbitration to settle disputes. In a 2008 study, the C.D. Howe Institute estimated banning Toronto Transit Commission strikes would add a $23-million salary premium to future three year agreements.

Ontario has essential service provisions for the provincial public service and provincial agencies, in which strikes and lockouts are permitted, but a certain level of service must be maintained during a labour dispute. Strikes and lockouts are permitted in Ontario without essential services provisions, involving education and post-secondary education, and for most municipal employees, including those in ground ambulance. The major union in the Toronto Transit Commission is the Amalgamated Transit Union. There were five instances of special provincial legislation ending or preventing work stoppages involving Toronto transit between 1974 and 2008.

Sources: Globe & Mail, Karen Howlett and Kelly Grant, "TTC essential service legislation raises fears of wider bans", February 22, 2011; and cbc.ca, "Ont. introduces TTC essential services legislation", February 22, 2011.

**New Brunswick**

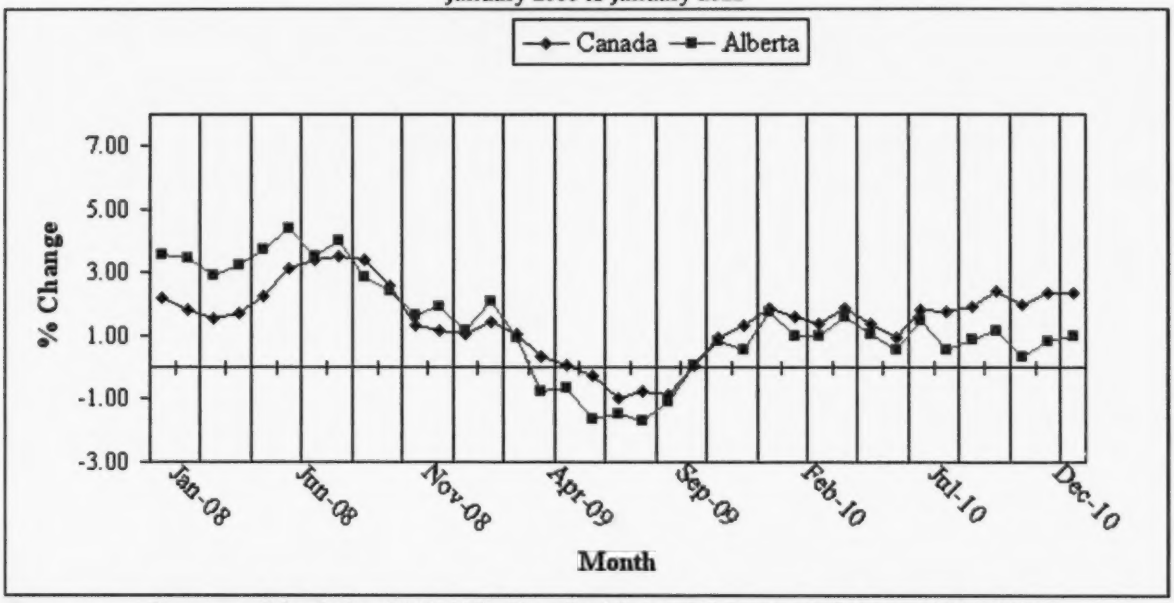
Moosehead Breweries Ltd. in St. John locked out about 172 employees, represented by the Brewery and Soft Drink Workers, Local 36, on February 20, 2011. The current collective agreement expired on December 31, 2010 and negotiations broke down on February 19, 2011. The main issued in dispute is the employer not wanting to continue fully covering post-retirement medical benefits, and the union not wanting its members to assume any part of the cost. Moosehead would like the employees to pay 30 per cent of these benefits. The third largest brewery in Canada, Moosehead's St. John facility meets about four per cent of the Canadian market's needs, while Molson-Coors Brewing Co. and Labatt Brewing Co. together account for about 80 per cent of the Canadian market.

Source: The Daily Gleaner (Fredericton), Rebecca Penty, "Brewery workers locked out", February 22, 2011.

## Consumer Price Index (CPI), Canada versus Alberta

**Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)**

**January 2008 to January 2011**




**Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2008 to 2011**

| | Canada | | Alberta | | Edmonton | | Calgary | |
|---|---|---|---|---|---|---|---|---|
| Year | CPI (2002=100) | Yr. Over Yr. % Change (Annual) | CPI (2002=100) | Yr. Over Yr. % Change (Annual) | CPI (2002=100) | Yr. Over Yr. % Change (Annual) | CPI (2002=100) | Yr. Over Yr. % Change (Annual) |
| 2008 | 114.11 | 2.33 | 121.63 | 3.14 | 121.39 | 3.33 | 121.79 | 3.20 |
| 2009 | 114.43 | 0.28 | 121.46 | -0.14 | 121.62 | 0.19 | 121.73 | -0.05 |
| 2010 | 116.47 | 1.78 | 122.69 | 1.02 | 122.86 | 1.02 | 122.72 | 0.81 |
| 2011** | 117.80 | 1.14 | 123.50 | 0.66 | 123.90 | 0.85 | 123.30 | 0.48 |
| Month (2009/2010) | CPI (2002=100) | Yr. Over Yr. % Change (Monthly) | CPI (2002=100) | Yr. Over Yr. % Change (Monthly) | CPI (2002=100) | Yr. Over Yr. % Change (Monthly) | CPI (2002=100) | Yr. Over Yr. % Change (Monthly) |
| Jan-10 | 115.1 | 1.86 | 122.3 | 1.75 | 122.4 | 1.83 | 122.4 | 1.41 |
| Feb-10 | 115.6 | 1.58 | 122.7 | 0.99 | 122.9 | 1.15 | 122.8 | 0.74 |
| Mar-10 | 115.6 | 1.40 | 122.1 | 0.99 | 122.3 | 1.16 | 122.3 | 0.82 |
| Apr-10 | 116.0 | 1.84 | 122.3 | 1.58 | 122.6 | 1.74 | 122.4 | 1.32 |
| May-10 | 116.3 | 1.39 | 122.7 | 1.07 | 122.8 | 0.99 | 122.8 | 1.07 |
| Jun-10 | 116.2 | 0.96 | 122.7 | 0.57 | 122.7 | 0.41 | 122.9 | 0.66 |
| Jul-10 | 116.8 | 1.83 | 123.3 | 1.48 | 123.5 | 1.40 | 123.3 | 1.40 |
| Aug-10 | 116.7 | 1.74 | 122.7 | 0.57 | 122.9 | 0.66 | 122.7 | 0.49 |
| Sep-10 | 116.9 | 1.92 | 122.6 | 0.91 | 122.8 | 0.57 | 122.6 | 0.41 |
| Oct-10 | 117.4 | 2.44 | 123.0 | 1.15 | 123.3 | 1.23 | 122.9 | 0.82 |
| Nov-10 | 117.5 | 2.00 | 123.0 | 0.33 | 123.0 | 0.24 | 122.7 | 0.00 |
| Dec-10 | 117.5 | 2.35 | 122.9 | 0.82 | 123.1 | 0.90 | 122.8 | 0.57 |
| Jan-11 | 117.8 | 2.35 | 123.5 | 0.98 | 123.9 | 1.23 | 123.3 | 0.74 |

** - Year to date

**Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

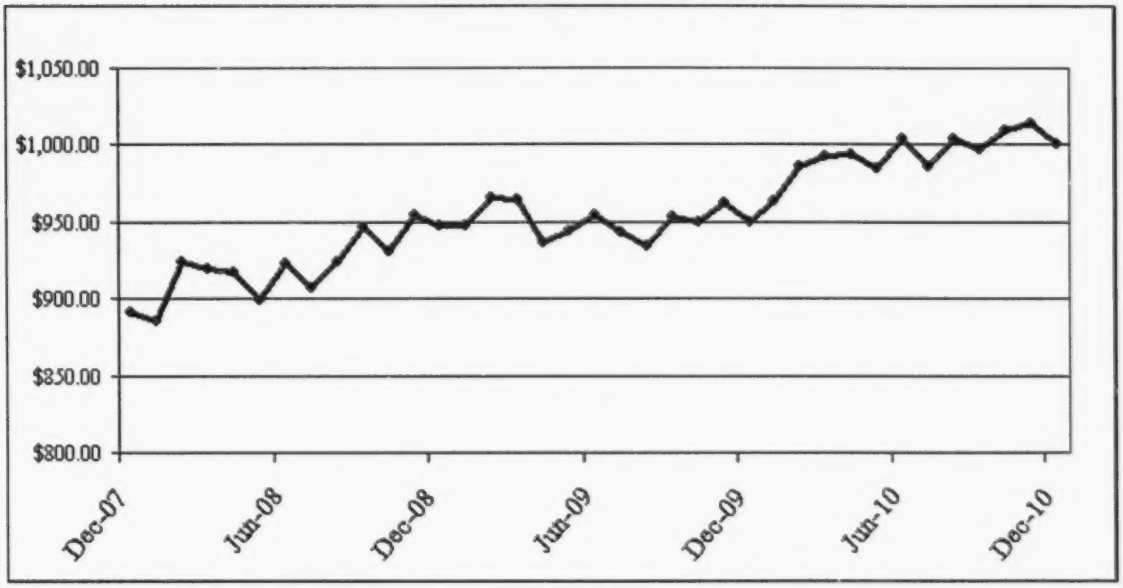
**Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

**Source:** Statistics Canada Consumer Price Index

## Average Weekly Earnings Alberta (AWEA)

### Year over Year Change (Monthly in AWEA*)

### December 2007 to December 2010




| Monthly AWEA | | |
|---|---|---|
| | | Yr. Over Yr. % Change (Monthly) |
| Dec-09 | $949.32 | 0.18 |
| Jan-10 | $963.38 | 1.63 |
| Feb-10 | $985.99 | 2.15 |
| Mar-10 | $993.04 | 3.00 |
| Apr-10 | $993.17 | 6.07 |
| May-10 | $985.03 | 4.37 |
| Jun-10 | $1,003.53 | 5.13 |
| Jul-10 | $985.81 | 4.50 |
| Aug-10 | $1,004.11 | 7.45 |
| Sep-10 | $996.80 | 4.64 |
| Oct-10 | $1,009.35 | 6.28 |
| Nov-10 | $1,013.64 | 5.31 |
| Dec-10 | $1,000.85 | 5.43 |

| Yearly AWEA | | |
|---|---|---|
| | | Yr. Over Yr. % Change (Annual) |
| 2005 | $783.90 | 5.78 |
| 2006 | $823.35 | 5.03 |
| 2007 | $871.06 | 5.79 |
| 2008 | $923.21 | 5.99 |
| 2009 | $950.34 | 2.94 |
| 2010** | $994.56 | 4.65 |

**Year to date (preliminary figures)

**Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100

**Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100

**Source:** Statistical data supplied by Statistics Canada

## Employer Name Listing

**AHS** – Alberta Health Services
**CLR** – Construction Labour Relations
**GPC** – General Presidents' Maintenance Committee for Canada

## Union Name Listing

**ACTRA** - Alliance of Canadian Cinema, Television and Radio Artists
**ASBA** – Alberta School Boards Association
**ATA** – Alberta Teachers' Association
**ATU** – Amalgamated Transit Union
**AUPE** – Alberta Union of Provincial Employees
**AWIU** – International Association of Heat and Frost Insulators and Allied Workers
**BCTGM** – Bakery, Confectionery, Tobacco and Grain Millers International Union
**Boilermakers** – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
**Bricklayers** – International Union of Bricklayers and Allied Craftsworkers
**CAAMSE** – Central Alberta Association of Municipal and School Employees Union
**Carpenters** – United Brotherhood of Carpenters and Joiners of America
**CAW** – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
**CEP** - Communications, Energy and Paperworkers Union
**CISIW** – Canadian Iron, Steel and Industrial Workers
**CLAC** – Christian Labour Association of Canada
**Communications Workers** – Communications Workers of North America
**COPE** – Canadian Office and Professional Employees Union
**CSU 52** – Civic Service Union 52
**CUPE** – Canadian Union of Public Employees
**CWA-SCA** – Media and Communications Workers of America (Canada)
**Elevator Constructors** – International Union of Elevator Constructors
**GCC** – Graphics Communications Conference (Teamsters)
**Glass, Molders, Pottery, Plastics** – Glass, Molders, Pottery, Plastics and Allied Workers International Union
**Glass Workers** – Aluminum, Brick and Glass Workers International Union
**HSAA** – Health Sciences Association of Alberta
**IAFF** – International Association of Firefighters
**IATSE** – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
**IBEW** – International Brotherhood of Electrical Workers
**Iron Workers** – International Association of Bridge, Structural and Ornamental Iron Workers
**IUOE** – International Union of Operating Engineers
**Labourers** – Labourers' International Union of North America
**Machinists** – International Association of Machinists and Aerospace Workers
**Marine Workers** – Marine Workers & Boilermakers Industrial Union
**Millwrights** – Millwrights, Machinery, Erectors and Maintenance Union
**Mine Workers** – United Mine Workers of America
**Musicians** – American Federation of Musicians of the United States and Canada
**NASA** – Non-Academic Staff Association
**Painters** – International Brotherhood of Painters and Allied Trades
**Plasterers/Cement Masons** – Operative Plasterers and Cement Masons International Association of the United States and Canada
**Plumbers** – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
**PPWC** – Pulp, Paper and Woodworkers of Canada
**PSAC** – Public Service Alliance of Canada
**SEIU** – Service Employees International Union
**Sheet Metal Workers** – Sheet Metal Workers International Association
**Teamsters** – International Brotherhood of Teamsters
**TWU** – Telecommunications Workers Union
**UFCW** – United Food and Commercial Workers
**UNA** – United Nurses of Alberta
**UNITE HERE** – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees
**USW** – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
**UUWA** – United Utility Workers Association

Please note that industry associations may not appear in the above listing

# Resource List

**Other Alberta labour market resources:**

- Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
- Alberta Chamber of Commerce
- Alberta Economic Reviews (contains key economic indicators, updated monthly)
- Alberta Employment and Immigration Labour Market reports
- Alberta Labour Force Statistics
- Alberta Regional Labour Market News
- Alberta Learning Information Service (ALIS)
- City of Edmonton Economic Statistics
- City of Calgary Economic Reports
- Alberta Federation of Labour (AFL)

**Other Provinces' CBA and Mediation listings:**

- Newfoundland/Labrador
- Ontario
- Manitoba (various research resources)
- Saskatchewan Mediation
- British Columbia CBA listing
- British Columbia Bargaining Database

**Federal Organizations:**

- Human Resource and Social Development Canada (HRSDC)
- Canadian Labour Congress (CLC)
- Negotech (Federal CBA search page)
- Federal Public Service CBA listings
- University of Toronto resources (various labour relations resources)

**International:**

- United States Department of Labor Contracts Database

Please note: These links are available online at http://www.employment.alberta.ca/SFW/6484.html